IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

       Commissioner of Patents & Trademarks
       Box Patent Application
       Washington, DC 20231
 15

       Sir:

            PETITION TO MAKE SPECIAL UNDER Rule 1.102(d)

            Applicant respectfully requests that examination

 20   of this application be made special, because of suspected

      actual infringement of the claimed invention.

      STATEMENT OF FACTS

      I.   THERE IS AN INFRINGING DEVICE
 25   OR PRODUCT ACTUALLY ON THE
            MARKET OR METHOD IN USE.

      1.   Since the record filing date of the application,

      the Inventor has disclosed his invention on the internet.

 30   This invention is disclosed at www.candidatechaser.com.

      This disclosure is publicly available.

      2   On information and belief, Webhire, Inc.

      ("WebHire") is a Delaware corporation with principal

      executive offices at 91 Hartwell Avenue, Lexington

 35   Massachusetts 02421, and WebHire common stock is publicly

traded on the NASDAQ National Market System under the ticker symbol "HIRE."

3.   WebHire filed with the United States Securities and Exchange Commission an annual report Form 10-K, for the

5   period ending September 30, 1999. See Exhibit A.

4.   According to the WebHire Form 10-K, for fiscal year 1999, WebHire had revenue of $25,295,000. Id. at pg. 13. For fiscal year 1998, WebHire had revenue of $30,855,000. Id.

10   5.   According to the WebHire Form 10-K, WebHire "designs, develops, markets, implements and supports Internet- and intranet-based recruiting solutions to automate candidate sourcing." Form 10-K, pg. 1. II. The "Webhire Agent" Product

15   6.   On information and belief, WebHire practices a process called "Webhire Agent." Webhire Agent is described in both the WebHire Form 10-K, and on the WebHire internet site, webhire.com.

7.   The Form 10-K notes, WebHire "delivers products

20   which are marketed under the Webhire brand: Webhire Agent, an automated web search agent." Id. The Webhire Agent service is "innovative resume searching technology that automatically searches the entire Internet for resumes, matching them against customer specified criteria." Id. at

pg. 2.

8.   The Form 10-K notes:

> WEBHIRE AGENT is an intelligent web agent that
> searches the entire Internet for resumes,
> evaluating and scoring found resumes against
> customer-defined skills requirements for a job
> opening. Webhire Agent returns a relevance ranked
> list of the best qualified resumes it discovered
> on the Internet. Optionally, Webhire Agent can
> initiate an e-mail correspondence with candidates
> who meet or exceed a user-specific scoring
> threshold.

Id. at pg. 4.

9.   Webhire Agent is also described on the WebHire

internet site. See Exhibit B.

10.   That Internet site describes Webhire Agent as

"Your intelligent recruiter - Agent automatically searches

the Internet, finding the right candidates for you." Id. at

http://webhire.com/ javascript_site/body_java.htm.

11.   The site elaborates: "Put your candidate search on

autopilot! Webhire Agent intelligently searches the

Internet to locate and qualify the best candidates . . .

proactively contacting each one!" Id. at http://

webhire.com/ foremployers/agent_what.htm.

12.   The internet page provides detail on how the

Webhire Agent method works:

> Webhire Agent handles the entire candidate search
> cycle:

- It <u>searches</u> thousands of Web sites, newsgroups, bulletin boards and subscription services to <u>locate</u> <u>candidates</u> that match <u>specific job skills</u>, experience and location criteria - rapidly, without your involvement.

5

- It uses advanced natural language screening technology to <u>filter out</u> non-relevant information, while uncovering the resumes other search tools miss.

10

- It automatically <u>sends a personalized message</u> to each candidate, urging them to visit your Web site or reply via e-mail - just like a human recruiter!

15 <u>Id</u>. at http://webhire.com/foremployers/agent_what.htm

(emphasis added).

II. A RIGID COMPARISON OF THE ALLEGED
INFRINGING METHOD WITH THE CLAIMS
20 OF THE APPLICATION HAS BEEN MADE,
AND SOME OF THE APPLICATION CLAIMS
<u>ARE UNQUESTIONABLY INFRINGED</u>

13.   I have made a rigid comparison of the Webhire

25 Agent described in the <u>Form 10-K</u> and the internet site, with

the claims of the application.

14.   In my opinion, some of the claims are

unquestionably infringed.

15.   For example, application claim 20 claims:

30   20. A computer implemented method comprising:
a.   locating an Internet site page or web posting
which contains operator specified text comprising
specifically defined experiences, interests,
capabilities, professional titles, talents or the
35   like;
b.   extracting from said Internet site page or
web posting an e-mail address, and
c.   sending an electronic mail message to said
extracted address.

16.   Webhire Agent incorporates each limitation of the claimed method. The claim recites "a _computer implemented method_." Webhire Agent is a _method_ for finding new hiring

5 candidates. Webhire Agent is a _computer implemented_ mehtod - it works "rapidly, without your involvement." The claim requires "locating an Internet _site page or web posting_." Webhire Agent "searches thousands of _Web sites_, newsgroups, bulletin boards and subscription services," thereby locating

10 an Internet site page or web posting. Webhire Agent thus is "a computer implemented method" for finding new hires, entailing "locating an Internet site page or web posting."

17.   The claim covers finding pages that contain "operator specified text comprising _specifically defined_

15 _experiences_, interests, capabilities, professional titles, talents or the like." The Webhire Agent method "locate[s] candidates that match _specific job skills, experience_ and location criteria." Thus, Webhire Agent finds pages that contain specified experiences, interests, or the like.

20 18.   The claim covers extracting an e-mail address and "_sending_ an electronic mail message to said extracted address." The Webhire Agent method "_automatically_ sends a personalized message to each candidate, urging them to visit your Web site or _reply via e-mail_." Thus, Webhire Agent

automatically extracts an e-mail address and sends an

electronic mail message to that extracted address.

19.   Because the Webhire Agent method includes each

limitation of claim 20, Webhire Agent literally infringes

5   claim 20.

20.   Similarly, Webhire Agent literally infringes

pending application claim 21.

21. Pending application Claim 21 covers:

> 21. The method of claim 20, wherein said
10   electronic mail message comprises information
> relating to a job opportunity.

Here, Webhire Agent "locate[s] candidates that match

specific job skills." Thus, Webhire Agent has this claim

15   limitation. Thus, Webhire Agent literally inringes

application claim 21.

III. THE INVENTOR HAS CAUSED TO BE MADE
     A CAREFUL AND THOROUGH SEARCH OF
20   THE PRIOR ART AND HAS A GOOD
     KNOWLEDGE OF THE PERTINENT PRIOR ART.

22.   On information and belief, the inventor has caused

25   to be made a careful and thorough search of the prior art

and has a good knowledge of the pertinent prior art.

23.   As part of the originally filed application, the

inventor enclosed copies of several dozen references. On

information and belief, the inventor has worked in the field

of personnel recruiting for several years. On information and belief, the inventor has a good knowledge of his own and of his competitors' past and current products and methods.

24.   As stated in the original patent application, the inventor does not know of any prior art disclosure of the claimed invention.

25.   Webhire Agent does not pose a §102(b) on-sale bar to the claimed invention. Webhire Agent was "introduced in November 1999." Form 10-K at pg. 4. In contrast, the inventor disclosed his invention to the public before November 1999, on his candidatechaser.com web site. Further, the record filing date of the application is two years earlier - December 3, 1997. Thus, Webhire Agent is not valid as prior art against the application.

POINT TO BE REVIEWED

Whether the referenced application for letters patent can be made special under Rule 1.102.

ACTION REQUESTED

Applicant respectfully requests that prosecution of this application be made special per Rule 1.102.
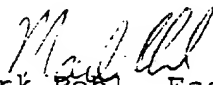
ENCLOSURES

Exhibits A and B are attached.

A <u>Fee Transmittal Form</u> and the required petition fee is enclosed with this Petition.

5   The references deemed most closely related to the subject matter encompassed by the claims are already of record. They are therefore not enclosed.

Respectfully submitted,

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Mark Pohl, Esq., Reg. No. 35,325
31 Jan 2002
15   55 Madison Avenue, 4th floor
Morristown, NJ 07960
☎ (973) 665-0275

20   mbc:mp

EXHIBIT A

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WEBHIRE INC

Filing Type: 10-K
Description: Annual Report
Filing Date: Dec 29, 1999
Period End: Sep 30, 1999

Primary Exchange: NASDAQ - National Market System
Ticker: HIRE

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10-K

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EX-27.1

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION

WASHINGTON, D.C. 20549

FORM 10-K

(MARK ONE)

/X/   ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF

THE SECURITIES EXCHANGE ACT OF 1934

FOR THE FISCAL YEAR ENDED: SEPTEMBER 30, 1999

OR

/ /   TRANSITION REPORT PURSUANT TO SECTION 13 IR 15(3) OF THE
      SECURITIES EXCHANGE ACT OF 1934

FOR THE TRANSITION PERIOD FROM _____ TO _____

COMMISSION FILE NUMBER: 0-20735

WEBHIRE, INC.

(FORMERLY RESTRAC, INC.)

(Exact name of Registrant as specified in its charter)

DELAWARE	04-2935271
(State or other jurisdiction of	(IRS Employer Identification
incorporation or organization)	No.)
91 HARTWELL AVENUE	
LEXINGTON, MA	02421
(Address of principal executive	(zip code)
offices)	

(781) 869-5000

(Registrant's telephone number)

Indicate by check mark whether the Registrant (1) has filed all reports required
to be filed by Section 13 or 15 (d) of the Securities Exchange Act of 1934
during the preceding 12 months (or such shorter period that the Registrant was
required to file such reports) and (2) has been subject to such filing
requirements for the past 90 days. Yes __ X __ No _____

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405
of Regulation S-K is not contained herein, and will not be contained, to the
best of the registrant's knowledge, in definitive proxy or information
statements incorporated by reference in Part III of this Form 10-K or any
amendment to this Form 10-K. [   ]

The aggregate market value of the voting stock held by non-affiliates of the
registrant, based upon the closing price of the Common Stock on December 13,
1999, as reported on NASDAQ National Market System was approximately
$83,200,000. Shares of Common Stock held by each executive officer and director
and by each person who owned 5% or more of the outstanding Common Stock as of
such date have been excluded in that such persons may be deemed to be
affiliates. This determination of affiliate status is not necessarily a
conclusive determination for other purposes.

The number of shares of the registrant's $0.01 par value Common Stock
outstanding on December 17, 1999, was 14,502,921.

Part III incorporates by reference from the definitive proxy statement for the
registrant's fiscal 1999 annual meeting of stockholders to be filed with the
Commission pursuant to Regulation 14A not later than 120 days after the end of

experiencing rapid growth, a shortage of skilled labor and an urgent need to complete staffing initiatives.

In June 1999, the Company entered into an alliance with Yahoo!, Inc. (see Note 3 of Notes to Consolidated Financial Statements). Through this alliance, the Company develops, markets, and supports three services which are co-branded with the Yahoo! name: Yahoo! Recruiter, a complete end-to-end Internet recruiting solution which is sold primarily to corporate recruiters, Yahoo! Careers Resume Shop, a free resume management application for job seekers, and Yahoo! Resumes, an online tool that corporate recruiters use to search the resumes contained in the Yahoo! Careers Resume Shop database. The Company's solutions are the exclusive means for corporations to gain access to the online candidates within the Yahoo! Careers Resume Shop. The Company shares revenues from these services with Yahoo!.

The Company also delivers products which are marketed under the Webhire brand: Webhire Agent, an automated web search agent; Webhire Enterprise, a complete, integrated recruiting suite designed to meet the needs of large organizations; Webhire JobPost, an automated solution for corporate job posting; and Webhire Job Canopy, a complete solution for career site management that is marketed to Internet media company and portal sites.

The Company delivers its Internet solutions to customers using a web services model, selling the services on a subscription basis, for direct access by subscribers over the Internet via a standard web browser. The Company's solution for large organizations, Webhire Enterprise, is sold through both the application service provider (ASP) model and also as traditionally licensed software.

The Company's principal offerings are Internet based online recruiting services. These services are implemented using standard industry protocols, such as TCP/IP, HTTP and XML. The service based approach provides our customers with a robust set of product features and a high performance end user experience without requiring them to install any software. Our service infrastructure is based on leading edge technologies from a number of vendors including Microsoft, Oracle and Sun. The infrastructure is designed for high performance, scaleability and high availability. The use of open standards in the design of our systems facilitates easy integration with applications operated by our partners and customers.

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The Company was incorporated in 1982 as a Massachusetts corporation and was reincorporated as a Delaware corporation in 1994. As of June 1, 1999 the Company effected a name change to Webhire, Inc. Restrac Securities Corporation, a wholly-owned subsidiary of Webhire, Inc., was incorporated in September, 1996 as a Massachusetts securities corporation for the purpose of holding and managing certain of the Company's cash and investments.

In November 1998, the Company purchased the exclusive rights, within the online recruiting space, to technology originally developed by Junglee Corporation and owned, at that time, by Amazon.com (see Note 4 of Notes to Consolidated Financial Statements). The Company acquired technology and customers through this agreement. The Junglee technology has been integrated and enhanced and is the backbone of the Company's JobPost and Job Canopy services.

In May of 1999, the Company purchased Hireworks, Inc., a developer of innovative resume searching technology that automatically searches the entire Internet for resumes, matching them against customer specified criteria (see Note 4 of Notes to Consolidated Financial Statements). This technology has been enhanced and is today marketed as the Webhire Agent service.

INDUSTRY BACKGROUND

Recruiting has emerged as one of the most strategic corporate initiatives. U.S. employment, as reported by the U.S. Department of Labor, has reached historically high levels. In general, there is an unprecedented shortage of candidates available to fill an increasing number of jobs. In fact, today there is a "job gap"--according to some industry analysts there are over 2 million

jobs that remain open because there are no qualified candidates in the labor market to fill them. This is not a temporary phenomenon. U.S. Census data indicates that the population of 30-45 year olds, the primary labor pool for middle managers across U.S. corporations, peaked in 1997 and is actually declining in real terms. Today's candidate shortage represents the norm for the future labor market.

Traditional recruiting methods, print advertisements and professional recruiters (or "headhunters"), lose their effectiveness in a market where there is a shortage of candidates. During the past three years, the Internet has evolved into a sophisticated and ubiquitous communications infrastructure. The Internet has emerged as the critical medium for recruiting because it brings candidates and employers together in a directly connected marketplace. On the Internet, an employer has access to literally millions of resumes, they can post job openings at thousands of online job boards, and they can communicate with candidates in seconds.

Internet recruiting has become a central staffing strategy for today's corporation. How effectively a company utilizes the Internet for recruiting is rapidly becoming a synonym for how effectively a company recruits.

WEBHIRE INTERNET RECRUITING SOLUTIONS

The Company's Internet recruiting services enable organizations to recruit more efficiently in today's tight labor market. The Company's services enable corporations to reduce the time and effort required to source candidates on the Internet, provide tools that help corporate recruiters and hiring managers identify the best possible talent for open positions and enable the management of the entire staffing process online. Because the Company's primary solutions are provided to employers over the Internet, start-up times and extensive IT infrastructure requirements are eliminated.

DIRECT INTERNET SOURCING. The Company provides several services which enable corporate recruiters to directly source candidates from the Internet. The Company, as a result of the Yahoo!, Inc. business venture and its other partners, manages and maintains large pools of candidate resumes on the Internet. As of December 1999, there are approximately 250,000 resumes accessible for targeted searching through the Company's proprietary recruiting solutions. The Company, as a result of its HireWorks, Inc. acquisition,

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also offers an automated intelligent search agent that conducts resume searching and ranking across the entire Internet. It is estimated that approximately 2 million resumes are accessible through the Company's agent technology.

INTEGRATED INTERNET JOB POSTING. There are now hundreds of career sites and thousands of use.net discussion groups in existence on the Web, each with its own specific job posting format and protocol. A successful corporate recruiting strategy includes job posting to use multiple destinations that reach national, regional and special interest audiences. The Company provides integrated job posting solutions that enable jobs to be posted to multiple job boards in one simple operation. As of December 1999, the Company is managing 300,000 job postings on behalf of its customers.

RESUME PROCESSING. The creation of a private online electronic database of resumes is central to the Company's candidate management solutions. The Company processes resumes, faxes, e-mail and direct web applications using the latest optical character recognition technologies. The Company processed approximately 2 million resume pages during 1999. The processed resumes are stored online in secure databases that are accessible only to the customer. The resulting electronic resume pool represents a knowledge asset that can be shared throughout an organization. Manual input is virtually eliminated, allowing organizations to collect and store skills and experience data on hundreds of thousands of candidates. The Company's services provide a shared, re-useable pool of candidates, limiting the need for organizations to use employment agencies and advertising to source candidates.

SOPHISTICATED SKILLS MANAGEMENT AND SELECTION. The Company's software uses

a sophisticated search process to rapidly identify and rank qualified candidates based on skills criteria determined by the user. User searches are enhanced by the Company's integrated skills library, which translates high-level job requirements into the words and synonyms commonly used by candidates on resumes.

CANDIDATE MANAGEMENT PROCESS. The Company's solutions incorporate a user-friendly, process-oriented graphical user interface (GUI) designed to simplify the administration of the candidate management process including job requisition creation and editing, candidate tracking, and integrated reporting on the hiring process and sourcing effectiveness. These capabilities reduce delays typical to the staffing process and eliminate redundancies.

By providing an easily-accessible, shared, re-useable pool of candidates, the Company's software allows organizations to significantly reduce recruitment advertising costs and employment agency fees. In addition, the Company's software is designed to increase recruiter productivity through the elimination of manual entry of resume information and by increasing the efficiency of the hiring process.

STRATEGY

The Company's objective is to extend its current market leader position in the Internet recruiting marketplace to become the standard solution for corporate Internet recruiting. The Company has developed a pyramid of subscription-based Internet recruiting services that offer many different entry points into the Company's solution set. As customers' Internet recruiting needs mature and grow, the Company provides additional service offerings that extend the features and capabilities of the solution. Taken individually, the Company's services meet the needs of virtually the entire corporate recruiting marketplace. Today, the Company's solutions are used by companies as small as 25-50 employees, are the recruiting standard at hundreds of Fortune 1000 companies and are being adopted regularly across the broad market of companies in the middle market. The Company estimates that there are approximately 250,000 corporations and 25 million hiring managers in its target audience.

The Company's solutions range in price from hundreds of dollars per month for entry-level Internet sourcing tools, to tens of thousands of dollars a month for complete enterprise recruiting solutions. At the top of the Company's solution pyramid, a customer has an option to purchase and install the Company's solution as a traditionally licensed software application. The Company believes that the solution pyramid

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approach will yield larger subscription contracts through the placements of additional services at existing accounts.

PRODUCTS

The Company has developed a wide-ranging suite of service offerings that span many aspects of Internet recruiting. These offerings, which are sold primarily to small and mid-sized corporations, include Yahoo! Recruiter (introduced as Webhire Recruiter in November 1997, upgraded and renamed in September 1999), Yahoo! Resumes (introduced in December 1999), Webhire Agent (introduced in November 1999), and Webhire JobPost (introduced in November 1998). The Company also provides an infrastructure and site management service, Webhire JobCanopy, introduced in November 1998, to Internet media companies. Finally, the Company delivers Webhire Enterprise, released in June 1998 as a comprehensive recruiting automation suite designed specifically to meet the needs of large organizations.

YAHOO! RECRUITER, powered by Webhire, is a complete, end-to-end solution for Internet recruiting automation. Corporate recruiters use Yahoo! Recruiter to manage requisitions online, post jobs, search for candidates at Yahoo! Careers and within other Webhire-managed online candidate pools such as JWT Specialized Communications Resume Works, track hiring status and report on staffing activities. The service offering includes complete resume processing and management, enabling corporations to save money and resources by moving their entire recruiting process online.

YAHOO! RESUMES, powered by Webhire, provides customers with direct access to the candidate resumes at Yahoo! Careers. Using the service's sophisticated searching screens, customers can create skills based searches that are targeted geographically. The resulting ranked list of the best fitting resumes for a job puts talent in front of a recruiter or hiring manager in seconds, without the need for advertising campaigns and external recruiters.

WEBHIRE AGENT is an intelligent web agent that searches the entire Internet for resumes, evaluating and scoring found resumes against customer-defined skills requirements for a job opening. Webhire Agent returns a relevance ranked list of the best qualified resumes it discovered on the Internet. Optionally, Webhire Agent can initiate an e-mail correspondence with candidates who meet or exceed a user-specific scoring threshold.

WEBHIRE JOBPOST is an automated job publishing service that collects job listings from a customer's Web site and re-publishes those listings at career sites across the Internet. A customer subscribing to JobPost need only keep their careers pages up to date, the JobPost technology manages the movement of those jobs to the one or more job boards that the customer has designated. At any moment, the Company is managing approximately 300,000 active job postings using this technology.

WEBHIRE JOB CANOPY is a technology that Internet media companies use to outsource the management of their online job listings to the Company. Job Canopy provides career sites with integrated job listings, automated job posting for their customers, job searching tools for job-seekers who visit the media company career site and a direct job posting connection to the Company's customers who are using the Company's JobPost service.

WEBHIRE ENTERPRISE is a complete, integrated recruiting automation suite designed specifically for large organizations. The technology can be delivered to customers as an ASP service or as traditionally licensed software. Webhire Enterprise incorporates requisition management, resume processing, candidate ranking, staffing workflow automation, and customizable reporting features. Through the service's Manager's Workbench option, customers can connect hiring managers across their organization enabling hiring managers to directly initiate job requisitions, review resumes online, manage team interviews and initiate a job offer. New hire information contained in the Webhire Enterprise database is easily integrated with PeopleSoft and SAP Human Resource Information Solutions.

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CUSTOMER SERVICES

The Company believes that superior customer service and support are critical to customer satisfaction. As of September 30, 1999, the Company's customer service organization included 60 employees, providing Professional Services, Technical Support and Outsourced Services.

PROFESSIONAL SERVICES. The Professional Services Group manages system implementation, provides additional services such as process design and system tailoring and provides basic and advanced training both online, on-site during system implementation and at the Company's Corporate Training Centers throughout the year.

TECHNICAL SUPPORT. The Technical Support Group provides daily assistance to customers with maintenance agreements through the Company's support help line. The Company provides support Monday through Friday from 8:30 a.m.-8:00 p.m. Eastern Time as well as 9:00 a.m.-6:00 p.m. Greenwich Time to support the Company's European customers.

OUTSOURCED SERVICES. Outsourced Services were introduced by the Company in July 1996 and consist of scanning services, provided principally through third-party arrangements, and correspondence generation.

TECHNOLOGY

YAHOO! RECRUITER

Yahoo! Recruiter, the Company's Internet-based service offering, is based on open, extensible Internet development tools. It makes wide use of standard technologies. This adherence to standard technologies ensures that Yahoo! Recruiter can be scaled as demand for the service increases. Client access to the Webhire system is provided through either Microsoft or Netscape World Wide Web browsers.

WEBHIRE ENTERPRISE

Webhire Enterprise is a Microsoft Windows-based application which operates over a standard TCP/IP intranet connection. The application server component of the product utilizes Microsoft Windows NT Server and Microsoft Internet Information Server. Client access is provided via both a Windows application and a browser interface which is compatible with Microsoft Windows 95/98 or Microsoft Windows NT. This architecture combines the functionality of a traditional client/server application with the easy deployability of an intranet application.

PRODUCT DEVELOPMENT

The Company believes that its future success will depend upon its ability to enhance its existing software and develop and introduce new products and functions which keep pace with rapid changes in the marketplace. The Company has made increasing investments in its engineering and quality groups to broaden its product and service offerings, enhance product functionality, improve performance and expand the ability of its software to inter-operate with third-party software. Research and development expenses totaled (in thousands) $7,798, $5,588 and $5,446 for fiscal years 1999, 1998, and 1997, respectively. While the Company expects that certain of its new products and functions will be developed internally, the Company may, based on timing and cost considerations, expand its product offerings through acquisitions or strategic relationships. Software products as complex as those currently under development by the Company are subject to frequent delays and there can be no assurance that the Company will not encounter difficulties that could delay or prevent the successful and timely development, introduction and marketing of these potential new products.

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SALES AND MARKETING

The Company markets its Recruiter service through telesales representatives and sales personnel located in Lexington, Massachusetts, Foster City, California, and Chicago, Illinois. The average sales cycle for this service is substantially shorter than that experienced for the Company's enterprise products.

The Company markets its enterprise products and services through a direct sales force in North America. The Company supports its sales force through comprehensive marketing programs which include public relations, direct mail, advertising, seminars, trade shows, ongoing customer communication programs and strategic relationships. While the sales cycle varies from customer to customer, it typically spans four to nine months from generation of a lead from one of these sources to execution of a license agreement. The Company's direct sales force is structured regionally and is managed through sales and service offices in Lexington, Massachusetts and Foster City, California, and through sales personnel located in Dallas, Chicago, New York, Raleigh, and Toronto.

CUSTOMERS

The following is a partial listing of the Company's customers as of September 30, 1999:

FINANCIAL SERVICES	INSURANCE	E-COMMERCE
Aim Management Group	Trigon Blue Cross/Blue Shield	Akamai Technologies
American Express	John Hancock	Art Technology Group
Bank of America	Phoenix Home Life	CMGI

BankBoston
M&T Bank
Visa USA
The World Bank

PUBLISHING/ENTERTAINMENT
Blockbuster Entertainment
Gannett
The New York Times
Paramount Pictures
Random House

ENGINEERING/CONSULTING
CH2M Hill
Logica
Mason & Hanger

HEALTHCARE/PHARMACEUTICALS
Corp.
Abbott Laboratories
Bristol Myers Squibb
Johnson & Johnson
The Mayo Clinic
Memorial Sloan Kettering
PacifiCare
Pfizer
SmithKline Beecham
Genentech

Prudential

TECHNOLOGY/COMMUNICATIONS
Amdahl
The Boeing Company
EMC
Hewlett-Packard
Lockheed
Microsoft

CONSUMER
British Airways
Canadian Tire
Cargill
Levi Strauss
Nabisco
Staples
Starbucks

the good guys!

daly.commerce
Encoding.com
iCopyright.com
Inforonics
LifetecNet.com
living.com
Morningstar, Inc.
Oasis Technology
One to One Interactive
Open Market, Inc.
Open Text Corporation
PC Connection
Pets.com
Point.com, Inc.
SilknetSoftware.com
Silverstream
Value America
WebLine Communications

Yahoo! Inc.

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STRATEGIC RELATIONSHIPS

The Company has established a number of relationships both to leverage
marketing channels and complementary technologies and to meet customer demands
for open, integrated, multi-vendor solutions. Strategic partners are categorized
into four groups: Technology Partners, who provide the Company with innovative
technologies that are integrated into the Company's products; Applications
Partners, who provide the Company's customers with value-added software,
consulting or other services that are complementary to the Company's software
and services and that enable the Company's customers to better utilize the
Company's software; Service and Implementation Partners, who extend the
Company's support, implementation and service offerings by delivering the
specialized services our customers need; and Internet/Information Partners, who
provide the Company's customers with the ability to access and distribute
crucial staffing information, including job postings, candidate information, and
resumes, often via the Internet. Examples of the Company's strategic partners
include:

YAHOO!, INC.

In June 1999, the Company entered into an alliance with Yahoo!, Inc. Through
this alliance, the Company develops, markets, and supports three services which
are co-branded with the Yahoo! name: Yahoo! Recruiter, a complete end-to-end
Internet recruiting solution which is sold primarily to corporate recruiters,
Yahoo! Careers Resume Shop, a free resume management service which is offered at
Yahoo! Careers, and Yahoo! Resumes, an online tool that corporate recruiters use
to search the resumes contained in the Yahoo! Careers Resume Shop database. The
Company's solutions are the exclusive means for corporations to gain access to
the online candidates within the Yahoo! Careers Resume Shop. The Company shares
revenues from these services with Yahoo!.

VERITY, INC.

The Company's software incorporates the text search software tools developed
by Verity, Inc., a Technology Partner, which allows Webhire clients to search
through vast amounts of candidate and job data, delivering only the most
relevant information directly to the desktop.

EXHIBIT B

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Win the race for candidates with Internet recruiting, powered by Webhire.

Your company is growing and you need to fill jobs now. Who can help you find the candidates? Webhire can.

Webhire tools and services connect your company to the wealth of recruiting resources on the Internet. Make the same decision that over 1000 innovative hiring companies have – ranging from rapidly growing Internet companies like pets.com and Akamai to Fortune 500 companies including Boeing, BankAmerica, and American Express.

Earn $1,000 Today!

Yahoo! Resumes — Start your recruiting by searching the tens of thousands of resumes in the fast-growing Yahoo! Careers database of Internet-savvy job seekers.

Yahoo! Recruiter — Harness the power of Internet Recruiting! The complete Internet recruiting solution, hosted entirely on the Web.

webhire agent — Your intelligent on-line recruiter – Agent automatically searches the Internet, finding the right candidates for you.

webhire enterprise — Deployed through an Application Service Provider (ASP) or in-house on your corporate intranet, Webhire Enterprise brings you the leading automated recruitment solution.

Webhire Agent

Probe the Internet for candidates...automatically!

WHAT IT IS

HOW IT WORKS

Get More Info

Webhire Agent ► WHAT IT IS

Put your candidate search on autopilot! Webhire Agent intelligently searches the Internet to locate and qualify the best candidates . . . proactively contacting each one!

Webhire Agent is the closest thing to having a real, live recruiter out searching the Internet to fill your company's open positions. It lets you dramatically reduce the time and cost associated with finding qualified candidates . . .so you can spend your valuable time closing candidates and filling jobs!

WHAT IT IS

HOW IT WORKS

CONTACT US

Webhire Agent handles the entire candidate search cycle:

- It searches thousands of Web sites, newsgroups, bulletin boards, and subscription services to locate candidates that match specific job skills, experience and location criteria — rapidly, without your involvement.
- It uses advanced natural language screening technology to filter out non-relevant information, while uncovering the resumes other search tools miss.
- It automatically sends a personalized message to each candidate, urging them to visit your Web site or reply via e-mail — just like a human recruiter!

There are more than 22 million job seekers on the Internet — find them quickly, efficiently and automatically with Webhire Agent!

Webhire Agent ► HOW IT WORKS

Webhire Agent uses advanced search/screen technology to automate the entire process of finding qualified candidates on the Internet.

WHAT IT IS

HOW IT WORKS

CONTACT US

It's Intelligent

Webhire Agent is smarter than search engines and other online recruitment tools. Its advanced natural language/rules-based technology actually distinguishes resumes from other types of information on the Internet. It extracts resume data to obtain skill, location, contact, and other relevant information, automatically comparing this data to your search criteria.

It's Thorough

Based on its intelligent search, Webhire Agent creates a consolidated, ranked list of qualified candidates and previous search results are retained to ensure only new candidates are identified. Webhire Agent then automatically contacts each candidate with a personalized email message, inviting them to visit your Web site or correspond by e-mail to register their interest in the position.

It's Effective

Because Webhire Agent analyzes the entire text of each resume, instead of limited keywords, it finds the candidates other search tools miss. It evaluates each candidate's qualifications, geographic location, and resume date to put the best candidates at the top of the list.

It's Efficient

By reducing the time and cost of locating qualified candidates, Webhire Agent frees recruiters to focus on what they do best-interviewing and closing the candidates your company needs to compete.

Give your recruiters the intelligent, automated edge in Internet recruiting . . . Webhire Agent!

Webhire provides Internet Recruiting solutions to corporations that help employers use the Web to quickly and cost-effectively post jobs on the Web, attract and evaluate talent and manage the hiring process.

With equity partners like SOFTBANK and Yahoo!, Webhire is the leading ASP in the Internet Recruiting Marketplace.

We are traded on NASDAQ under the symbol HIRE.

Webhire Facts   News and Events   Investor Information   Employment Opportunities   Partners

OIPE FEB 15 2002
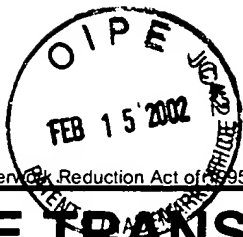
PTO/SB/17 (10-01)
Approved for use through 10/31/2002. OMB 0651-0032
U.S. Patent and Trademark Office; U.S. DEPARTMENT OF COMMERCE

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number.

FEE TRANSMITTAL
for FY 2002

Patent fees are subject to annual revision.

Complete if Known	
Application Number	09/897,826
Filing Date	3 July 2001
First Named Inventor	Stephen M. REUNING
Examiner Name	Samuel RIMMEL
Group Art Unit	2163
Attorney Docket No.	Diedre

TOTAL AMOUNT OF PAYMENT ($) 130.

RECEIVED FEB 2 5 2002
Technology Center 2100

GROUP 3600 MAY 0 6 2002 RECEIVED

RECEIVED JUN 2 8 2002
Technology Center 2100

METHOD OF PAYMENT

1. ☐ The Commissioner is hereby authorized to charge indicated fees and credit any overpayments to:

Deposit Account Number _____

Deposit Account Name _____

☐ Charge Any Additional Fee Required Under 37 CFR 1.16 and 1.17

☐ Applicant claims small entity status. See 37 CFR 1.27

2. ☑ **Payment Enclosed:**
☐ Check ☑ Credit card ☐ Money Order ☐ Other

FEE CALCULATION

1. BASIC FILING FEE

Large Entity		Small Entity			
Fee Code	Fee ($)	Fee Code	Fee ($)	Fee Description	Fee Paid
101	740	201	370	Utility filing fee	370.00
106	330	206	165	Design filing fee	
107	510	207	255	Plant filing fee	
108	740	208	370	Reissue filing fee	
114	160	214	80	Provisional filing fee	

SUBTOTAL (1) ($)

2. EXTRA CLAIM FEES

	Extra Claims	Fee from below	Fee Paid
Total Claims	11 -20** = 0	X 9.00 =	0.00
Independent Claims	1 - 3** = 0	X 42.00 =	0.00
Multiple Dependent			

Large Entity		Small Entity			
Fee Code	Fee ($)	Fee Code	Fee ($)	Fee Description	
103	18	203	9	Claims in excess of 20	
102	84	202	42	Independent claims in excess of 3	
104	280	204	140	Multiple dependent claim, if not paid	
109	84	209	42	** Reissue independent claims over original patent	
110	18	210	9	** Reissue claims in excess of 20 and over original patent	

SUBTOTAL (2) ($)

**or number previously paid, if greater; For Reissues, see above

FEE CALCULATION (continued)

3. ADDITIONAL FEES

Large Entity		Small Entity			
Fee Code	Fee ($)	Fee Code	Fee ($)	Fee Description	Fee Paid
105	130	205	65	Surcharge - late filing fee or oath	
127	50	227	25	Surcharge - late provisional filing fee or cover sheet	
139	130	139	130	Non-English specification	
147	2,520	147	2,520	For filing a request for *ex parte* reexamination	
112	920*	112	920*	Requesting publication of SIR prior to Examiner action	
113	1,840*	113	1,840*	Requesting publication of SIR after Examiner action	
115	110	215	55	Extension for reply within first month	
116	400	216	200	Extension for reply within second month	
117	920	217	460	Extension for reply within third month	
118	1,440	218	720	Extension for reply within fourth month	
128	1,960	228	980	Extension for reply within fifth month	
119	320	219	160	Notice of Appeal	
120	320	220	160	Filing a brief in support of an appeal	
121	280	221	140	Request for oral hearing	
138	1,510	138	1,510	Petition to institute a public use proceeding	
140	110	240	55	Petition to revive - unavoidable	
141	1,280	241	640	Petition to revive - unintentional	
142	1,280	242	640	Utility issue fee (or reissue)	
143	460	243	230	Design issue fee	
144	620	244	310	Plant issue fee	
122	130	122	130	Petitions to the Commissioner	130.00
123	50	123	50	Processing fee under 37 CFR 1.17(q)	
126	180	126	180	Submission of Information Disclosure Stmt	
581	40	581	40	Recording each patent assignment per property (times number of properties)	
146	740	246	370	Filing a submission after final rejection (37 CFR § 1.129(a))	
149	740	249	370	For each additional invention to be examined (37 CFR § 1.129(b))	
179	740	279	370	Request for Continued Examination (RCE)	
169	900	169	900	Request for expedited examination of a design application	

Other fee (specify) _____

*Reduced by Basic Filing Fee Paid **SUBTOTAL (3)** ($) 130.00

SUBMITTED BY		Complete (if applicable)		
Name (Print/Type)	Mark POHL, Esq.	Registration No. (Attorney/Agent)	35,325	Telephone (973) 665-0275
Signature			Date	31 Jan 2002

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